FERSA

HUMAN RIGHTS POLICY at Fersa Corporation

Fersa, as a company committed to the well-being of our staff and the communities where we operate, strives to keep the highest standards of human rights across all our operations and business relationships. This policy outlines our commitment to respecting and promoting human rights,.

Our principles related with the human rights are:

1. Respect for International Human Rights Standards. We respect all internationally recognized human rights, including those in the Universal Declaration of Human Rights and the ILO's Declaration on Fundamental Principles and Rights at Work.

2. Non-discrimination. We forbid discrimination and harassment based on race, color, gender, age, sexual orientation, religion, political opinion, nationality, social origin, or any other status. We promote diversity, equity, and inclusion, and we are committed to protecting women's rights and ensuring equal opportunities.

3. Fair labor practices. We ensure fair wages, reasonable working hours, and safe working conditions. We reject child labor, forced labor, modern slavery (including slavery, servitude, forced or compulsory labor, and human trafficking), and any form of exploitation. Additionally, we are committed to fair recruitment and ethical hiring practices to prevent exploitation and abuse.

4. Freedom of association and collective bargaining. We respect the rights of employees to form and join trade unions and to bargain collectively without fear of retaliation.

5. Safe and healthy working environment. We are committed to providing a safe and healthy workplace.

6. Transparency and accountability. We maintain transparency in our human rights performance by regularly reporting on our progress and challenges. We hold ourselves accountable to our stakeholders and are committed to continuous improvement.

FERSA Bearings is committed to integrating these principles into the company's general policy and strategies, ensuring that respect for human rights is at the core of our business operations and relationships.

Aproved by,:
Rafael Paniagua
CEO

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